PROVINCE OF BRITISH COLUMBIA

PUBLIC SERVICE COMMISSION

Sixty-fourth Annual Report

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To the Honourable Henry P. Bell-Irving, Lieutenant
Governor of the Province of British Columbia

MAY IT PLEASE YOUR HONOUR

The undersigned respectfully submits the Report of the Public Service Commission, Province of British Columbia, from December 1, 1981 to March 31, 1982 and from April 1, 1982 to March 31, 1983.

JAMES R. CHABOT
Provincial Secretary and
Minister of Government Services

Victoria, B.C., April, 1983

The Honourable James R. Chabot
Provincial Secretary and Minister of Government Services
Province of British Columbia

SIR: In conformity with the provisions of Section 9 of the Public Service Act (Chapter 45, Statutes of British Columbia, 1976), we have the honour to submit herewith the Report of the proceedings and work of the Public Service Commission from December 1, 1981 to March 31, 1982, and from April 1, 1982 to March 31, 1983.

R. WILLIAM LONG
Chairman

MARIE TAYLOR
Commissioner

W. N. VENABLES
Commissioner

Victoria, B.C., April, 1983

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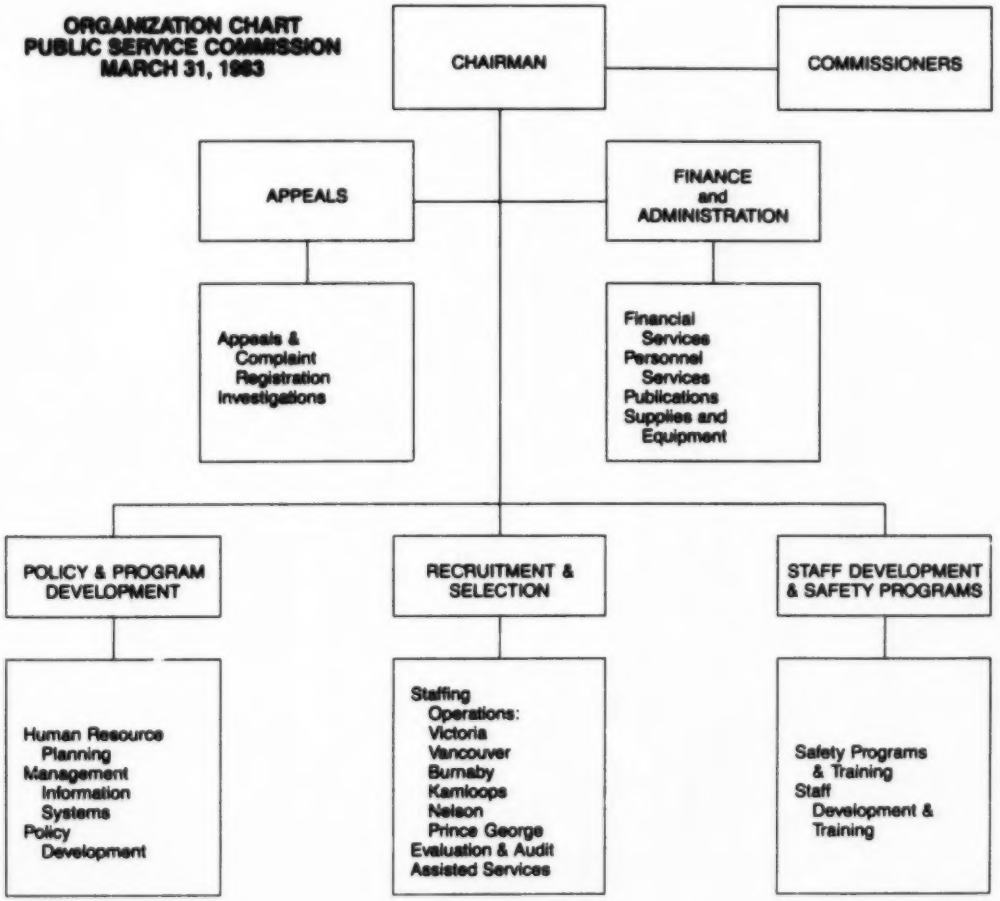
ORGANIZATION CHART
PUBLIC SERVICE COMMISSION
MARCH 31, 1983



HIGHLIGHTS

- The Commission reorganized its staff to establish a new division known as Policy and Program Development.

- A total of 209 competition appeals were received during the period under review.

- Eleven ministries and one agency have now received delegated recruitment and selection authority from the Commission.

- A centralized, co-ordinated system of identifying the qualifications and skills of managers within government has been developed.

- Eighteen new training programs have been introduced.

- A total of 70 courses in first aid training were presented.

- There were three work related fatalities during the year.

INTRODUCTION

In the past the Commission has prepared its annual report of activities based on a calendar year of operation, the most recent being for 1981. In the interest of consistency throughout government, the Commission will report its activities on a fiscal year basis.

This, the sixty-fourth annual report of the Public Service Commission covers two periods; January 1, 1982 through March 31, 1982 and April 1, 1982 through March 31, 1983.

ADMINISTRATION

The Administration Division is responsible for the provision of services supporting the operation of the Public Service Commission, including budget co-ordination, preparation of estimates, monitoring expenditures and commitments, accounting, payroll, a full range of personnel services, and publication co-ordination.

Consultative services are provided to ministries in relation to the administration of various sections of the Public Service Act.

In April of 1982, the Commission changed its organizational structure and reassigned staff to establish a Policy and Program Development Division which is responsible for improving existing personnel programs and introducing new personnel programs within the Commission's mandate.

As at March 31, 1983, the Commission establishment totalled 114 regular positions.

Retiring Allowances

As provided in section 49(3) of the Public Service Act, $567,049 in retiring allowances were paid to 116 employees from January 1, 1982 to March 31, 1982. During the period April 1, 1982 to March 31, 1983, $1,722,333 was paid to 296 employees.

The Superannuation Commission administers section 49(3) of the Public Service Act under authority delegated by the Commission.

Death Benefit Payments

In accordance with section 53 of the Public Service Act, 26 death in service gratuity payments totalling $231,072 were made from January 1, 1982 through March 31, 1982.

From April 1, 1982 through March 31, 1983, death in service gratuity payments totalled $931,483. Eighty-four payments were made.

The Superannuation Commission administers section 53 of the Public Service Act under authority delegated by the Commission.

Turnover Rate

During 1982-83 there was a turnover rate of 7.85% of regular employees within the public service. The Commission has refined the process for collecting these statistics and direct comparison with previous periods cannot be made.

Salary Increments

A total of 274 employees had salary increments withheld during the period under review.

Probationary Employees

During the period April 1, 1982 to March 31, 1983 probationary appointments were extended for 107 employees and 72 employees were rejected from their probationary appointments.

Screening Committee

The Screening Committee meets monthly to consider cases of employees who can no longer perform the duties of their position for health reasons. The Director of Occupational Health, Dr. L. D. Kornder, is Committee Chairman, and membership comprises four other members - two who represent the unions and two who represent the employer. See Page 55 for statistics.

Awards for Long Service

In December, 1982 His Honour Lieutenant Governor Henry P. Bell-Irving and Mrs. Bell-Irving hosted ceremonies at Government House for Public Service employees who have completed 25 and 35 years of continuous service with the Provincial Government. The Honourable William R. Bennett, Premier, presented certificates to employees with 25 years of continuous service and watches to employees with 35 years of service. A total of 306 employees were honoured with certificates and 117 with watches. After the ceremonies, recipients and guests enjoyed a reception and buffet dinner where they were joined by their ministers and deputy ministers.

APPEALS

The Appeals Division is responsible for the registration and investigation of competition appeals and for the co-ordination of a complaint registry which includes the investigation and review of complaints received by the Public Service Commission.

The complaint registry was implemented September 1, 1982 and by March 31, 1983, 58 complaints had been investigated and concluded.

A total of 209 competition appeals were received during the period.

The five cases which were brought before the Supreme Court of British Columbia through the Judicial Review Procedures Act in 1981 were dismissed.

POLICY AND PROGRAM DEVELOPMENT

Personnel Administration demands a constant process of review and innovation. Policy must be analyzed and changed or modified as evolving circumstances require, and a comprehensive database compiled to provide government-wide information. To this end the Commission established a Policy and Program Development Division in April 1982.

The Policy and Program Division provides specialist assistance in improving existing personnel programs, introducing new personnel programs and providing data and research to ensure that personnel procedures meet operational requirements.

Currently, areas of policy and program review and development include:

- analysis and development of recommendations regarding Commission policies, strategies and procedures
- provision of personnel information concerning areas of Commission responsibility for the use of all ministries and agencies
- development of a government wide system of human resource planning

In co-operation with other agencies the Division develops and modifies policies to improve the practice of personnel management in the public service. Sample topics include: aspects of employee records, career advancement, counselling, productivity, employee/job satisfaction, secondments, human rights, and separation from the service.

A primary responsibility includes providing personnel data for government-wide planning and making available to Ministries, specific information required for personnel and human resources planning. The Commission produces a number of information reports for internal use to aid central agencies and ministries.

The practice in the public service has been to develop managerial experience and skills almost totally within a Ministry. Promotions have tended to be along vertical organizational lines. Career development through appointment or secondment between ministries has been infrequent and unco-ordinated.

The Division is designing and developing a management inventory and appointment system that will provide for selection and career development opportunities for approximately 2400 excluded management positions in the provincial government. As a critical group, managers direct the activities of over 40,000 employees. These managers will represent a separate government-wide focus of personnel.

Members of the division have played a significant part in working committees convened by the Deputy Minister, Women's Programs, in order to assist in furthering the objectives of Women's Programs. Information resources of the Commission have been utilized for analytical purposes by these committees.

RECRUITMENT AND SELECTION

The Commission is responsible for the recruitment, selection and appointment of all new employees, the promotion, demotion and transfer of all employees within the Public Service, and the re-deployment of employees who become surplus to need through reorganization, closure, or disablement which prevents performance of their regular duties.

Over the past several years, the Commission has progressively de-centralized routine staffing activity to the ministries in order to concentrate on the development and maintenance of staffing policies and procedures in a rapidly changing environment, and on certain areas of specialized staffing activity such as special placement programs for employees surplus to need.

Operations Branch

Operationally, the Division orientation has changed from direct staffing responsibility to a consultant and advisory role. During the January 1982 - March 1983 period, a program for training selection panel chairpersons and panel members has been formalized, integrated with the Staff Development Division's course offerings, and extended into the lower mainland and the interior. Some direct responsibilities have been maintained: a centralized position vacant posting system and point of application for employees and the public, candidate inventories for junior, entry level office occupations, and continued administration of competitions and appointments for non-delegated ministries.

With the reduction of the direct service role of the Division, the operational staff complement has been reduced, with a number of staff members reassigned to other responsibilities such as special placement activities, and other positions left vacant as staff members have transferred or retired.

Evaluation and Audit Branch

The Evaluation and Audit Branch audits for compliance and evaluates the professional practice of the eleven line ministries and one agency who have received delegated recruitment and selection authority from the Public Service Commission. The Government's continued move to expanding delegated authority to all ministries has increased the scope of the Branch's activities to government-wide application.

Audit Operations commenced in early June 1982 with the Ministry of Environment. At the time of writing, the following audits had been undertaken.

MINISTRY	STATUS
Ministry of Environment	concluded
Ministry of Consumer and Corporate Affairs	concluded
Glendale Lodge Society	concluded
Ministry of Forests	on-going

Audit Operations were temporarily suspended in February 1983 as the Branch took on the added responsibility of compliance monitoring of the government wide in-service hiring policy.

With approximately 80% of all staffing transactions now legally being conducted under delegated authority, the Branch will continue to ensure the consistent administration of the Merit Principle. The Audits provide a positive and continuous process to improve and modify the recruitment and selection discipline within the scope of existing and changing concepts and practices of personnel management.

Assisted Services Branch

The Assisted Service Branch is responsible for appointments to the public service made through the following province-wide programs.

Long Term Disability - this program facilitates the return to work of eligible employees who have been receiving benefits through Long Term Disability, Workers' Compensation and Short Term Illness and injury.

Priority Placements - this program specializes in the placement or re-deployment of public service employees whose jobs become redundant through ministry reorganization or program closure.

Personal Placements - this program arranges the placement of disabled or disadvantaged persons.

STAFF DEVELOPMENT AND SAFETY PROGRAMS

Staff Development and Safety Programs Division develops policies, and provides programs and services in safety, training and development to ensure a safe working environment for, and to build occupational competence of, employees of the Public Service of British Columbia.

Continued requirement for services from ministries resulted in an increase in the variety and volume of activities in the Staff Development and Safety Programs Division through March, 1983. Financial Management Development programs were reviewed and redesigned; introduction of the new program in employee performance planning and review continued on target; and the range of consulting services to ministries rose. Regional programming was increased during the review period in safety and management training. Safety training and inspection services continued as planned, and a number of new safety training programs for employees were introduced. The first complete training planning document for government as a whole was produced, and at year-end systems for reviewing actual operations against plans had been developed.

Highlights of activities in Safety Programs and Staff Development are given separately below, while operating statistics are included in a table on Page 58.

Staff Development Branch Activities

While continuing program activities begun in 1981, the Branch undertook additional new initiatives in 1982/83 to improve management training across government. Of major impact and interest are:

- The Division conducted a complete analysis of ministry training plans for 1983/84.

- Final steps were taken in the development of a service-wide standard reporting system for training operations in government. The system goes into effect in July, 1983.

- The Branch completed the organization of a joint government-academic advisory committee on executive and senior manager development. The committee has been reviewing plans and proposals for the operation of a wide range of education and training programs to replace the former Executive Development Training Program which has now been phased out with the last group graduating in the fall of 1983.

- Based on the detailed analysis of the Executive Development Training Program completed this year, the Branch began the integration of existing training courses in a new executive and senior management development series, and the development of a curriculum of training required for senior management.

- In collaboration with the Office of the Comptroller General, the Branch shared in the development of Government Financial Management and Control, a diploma course offered in association with The Association of Certified General Accountants and The Association of Registered Industrial Accountants.

- In consultation with the Ministry of Finance and the Office of the Comptroller General, the Branch developed and began operation of a program in Budget Development and Control.

- The fourth segment of the employee performance appraisal system was completed - the Handbook for Employees and Supervisors. At year end the four components of the new Performance Planning and Review system were sent for approval. The components are the completed policy, a new administrative form, the handbook noted above, and the training program.

- The Staff Development Branch introduced 18 new training programs during the year which were designed in-house or on contract for exclusive use for public service employees. This brings to 47 the total of individual courses the Branch offers directly to ministries and agencies.

- Consulting services to ministries were considerably augmented during the year. In addition to regular programs 133 courses specifically targeted to meet the unique needs of ministries were offered.

- The Branch played host in April 1982, to the annual Federal-Provincial Training Managers' Conference.

- The Branch in collaboration with ministries sponsored a second annual professional workshop for public service trainers.

- For the larger community, the Branch assisted the Department of Continuing Education at the University of Victoria to develop and air a three hour interactive television program. This program was a part of the University's Diploma Course in Public Administration.

Safety Programs Branch Activities

As well as continuing many activities started in 1981, the Branch moved in new directions in 1982/83 to better meet the needs of Ministries. Major areas of interest included:

- Four courses in wilderness survival techniques were designed and introduced in consultation with user ministries. As a direct result of participating in the program, two Ministry of Forests employees survived a 5 day

ordeal in a remote area near Terrace, B.C., after the rubber raft in which they were riding capsized and left the two wet and stranded along a river bank.

- The in-service driver improvement program continued under an agreement with the Canada Safety Council. This program, mandatory for all employees driving government vehicles or on authorized mileage, was taught by more than 100 volunteer instructors located throughout the province.

- Additional specialized programs were provided for all terrain, 4-wheel drive and snowmobile vehicle training through the Branch's liaison with other public and private sector employers.

- Through the Public Service Commission's First Aid Training School a total of 70 courses were presented by both in-service and out-of-service instructors. A total of 76 people qualified as Industrial First Aid Attendants; 195 successfully completed the one day program in either Survival or Safety Oriented First Aid, and 384 took part in Cardio Pulmonary Resuscitation courses.

- A training program in Accident/Incident Investigation was adapted from a Worker's Compensation Board course to meet the varying needs of individual ministries.

- A special familiarization program in the use of safety monitoring equipment was developed.

- In cooperation with the Attorney General's Corrections Branch, Safety Programs participated in a team inspection program of all provincial penal institutions with special emphasis on the safety of employees working in such facilities.

- The Branch published the 3rd edition of its Personal Protective Equipment Catalogue to provide advice to users on protective products for workers in hazardous jobs.

- The 22nd annual Premier's Safety Awards Luncheon was arranged by the Branch in cooperation with the Provincial Secretary's Office. This year 19 awards were presented for safety achievement and the recipient of the Premier's Award for Safety Achievement was the Ministry of Forests for the second successive year.

- The Branch participated in investigations of three fatalities of government employees on duty.

ACKNOWLEDGEMENTS

The Chairman wishes to record his sincere appreciation to his colleagues on the Commission, to each member of the Commission's staff, the Government Agents, the ministerial personnel officers, the solicitors of the Attorney General's Ministry, to the Civil Service Commissioners of other provinces and the Federal Government for their able assistance, and to you, Mr. Minister, for your sympathetic appreciation of the Commission's problems.

PUBLIC SERVICE COMMISSION
R. William Long, Chairman

APPENDIX

EMPLOYEES WITH TWENTY-FIVE YEARS' CONTINUOUS SERVICE

AGRICULTURE AND FOOD

JACK COLBURN ARRAND
VICTORIA

JAMES EDWARD HALL
VICTORIA

DOUGLAS MALCOLM HAMILTON
YARROW

JACK WESLEY McINTOSH
VANCOUVER

MARGARET LEARMONTH ROBERTSON
DUNCAN

OTTO SMITH
MAPLE RIDGE

ATTORNEY GENERAL

EDWARD ALFRED AIRD
CHILLIWACK

CLYDE BRUCE ALLAN
VANCOUVER

WINNIFRED AGNES BAILEY
VICTORIA

RALPH BARTON BASTIEN
VANCOUVER

KENNETH PETER HARRY BOGAS
RICHMOND

ERNEST EDWARD BRADFORD
WHONNOCK

DELMER HORACE CECIL CARTER
CLEARWATER

ROBERT CUMBLIDGE
VANCOUVER

EVERETT JOSHAWA DERMOTT
MAPLE RIDGE

ROY EDWARD FITCHETT
VICTORIA

EMIL DEREMIE JOSEPH GAUDETTE
SARDIS

STUART ALAN GRANT
BURNABY

EARL EDWARD GREEN
NEW WESTMINSTER

JOHN THOMAS HAINING
COQUITLAM

NICK HAJDUKOVICH
KAMLOOPS

JAMES WILLIAM HARRISON
CHILLIWACK

DONALD RAYMOND HERON
KAMLOOPS

KENNETH OWEN JONES
MAPLE RIDGE

JAMES EUGENE JOSE
MAPLE RIDGE

GILBERT DUNSTAN KENNEDY
VICTORIA

ROBERT JAMES Le SHIEN
KELOWNA

ANGUS STUART MacKENZIE
MAPLE RIDGE

NORMAN ARTHUR JOSEPH MARTIN
MAPLE RIDGE

WILLIAM HOWARD MILLER
PRINCE GEORGE

NIGEL FRANCIS RICHMOND NIXON
VANCOUVER

RONALD CHARLES OSBORNE
MAPLE RIDGE

HENRY PAUL
VICTORIA

PETER MILESTONE PETTET
VANCOUVER

WINSTON JOHN ROTHWELL
CLEARWATER

MARIA RACHEL LIANE-DAWN SIEMENS
PRINCE GEORGE

DAVID THOMAS LESTER SKUCE
MAPLE RIDGE

ANNE HYACINTHE SORENSEN
RICHMOND

RONALD EDGAR TAYLOR
MAPLE RIDGE

PRESTON JAMES THIMSEN
VICTORIA

THOMAS MATTHEW TYSON
CHILLIWACK

MARY MAGDALENE WEBER
VANCOUVER

IRENE ELLEN WHITAKER
VANCOUVER

STANISLAUS WILDING
ABBOTSFORD

FREDERIC ZARBROOK
PITT MEADOWS

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DEREK ANTONY TANT
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HOWARD PHILIP THORNTON
VICTORIA

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BARRIERE

THOR VICTOR BJORKLUND
MISSION CITY

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NORTH SURREY

DAVID CAPLAN
VANCOUVER

LESLIE KEITH CAUGHLIN
NORTH VANCOUVER

WALTER JAMES CHURCHILL
PRINCE GEORGE

WILLIAM FRANKLIN DICKINSON
ENDERBY

BRAD DRAGANIC
NORTH VANCOUVER

ROBERT FERGUSON
VICTORIA

ALAN ALBERT GIBBONS
CACHE CREEK

WILLIAM HALBERT GRAHAM
RICHMOND

JAMES GORDON IRELAND
VANCOUVER

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NANAIMO

WILLIAM ELDON LIESCH
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NEIL DUNCAN MacKINNON
NEW WESTMINSTER

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WEST VANCOUVER

HARRY WILLIAM MEAL
BURNABY

STANLEY GORDON MILLS
CHASE

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PINANTAN LAKE

KALEVI ANTERO PESONEN
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KENNETH MORRIS REITER
FERNIE

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LANTZVILLE

THOMAS GEORGE RYAN
GOLD RIVER

ALEXANDER JOSEPH SINCLAIR
VANDERHOOF

JOHN JOSEPH SMITH
VICTORIA

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CRANBROOK

IAN DERRICK TINLINE
LANGLEY

ERNST LUDWIG ULMER
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GERALD WILSON PAULL
KAMLOOPS

DONALD FARLEY PEARSON
VICTORIA

JOHN SIMPSON
VICTORIA

DONALD EDWARD SMUIN
SMITHERS

WILLIAM JOHN STEPHENSON
NARAMATA

JOHN DOUGLAS WATTS
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IVOR WILLIAMS
NANAIMO

FORESTS

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MAPLE RIDGE

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PRINCE GEORGE

PETER FRANS BLOKKER
PRINCE GEORGE

HENRY FRANK BLUNDEN
PORT COQUITLAM

HUGH WILTON BOHMER
BURNS LAKE

JOHN BOLLEMAN
HOPE

GEORGE WILLIAM BOYCE
PENTICTON

ALLAN CECIL BROWN
SIDNEY

ADALBERT WILHELM BUCKEL
KELOWNA

PETER ULTAN BYRNE
VERNON

SALOVATORE CARAVETTA
FERNIE

TULLIO CHIAROTTI
KAMLOOPS

ROBERT CECIL COLLINSON
CRANBROOK

PAUL PETER CORRIVEAU
PRINCETON

GEORGE MURRAY COSENS
OSOYOOS

KENNETH GORDON COUPLAND
GOLDEN

ARTHUR DOUGLAS CRYDERMAN
VICTORIA

SIDNEY DAYUS
DAWSON CREEK

LIEKELE JOSEPH HENRICUS deBOER
VICTORIA

DENYS WALTER DELORME
KAMLOOPS

BASTIAAN DEN HOED
VICTORIA

RALPH ROMEO DUPAS
SMITHERS

MICHAEL GARROD ELSTON
VICTORIA

WILLIAM DELMAR EYRE
BALFOUR

LENNART BJORN FLOREN
LIONS BAY

CLIFFORD FULLER FORSTER
SURREY

GEORGE EDWARD FRENCH
SOOKE

ROBERT JOHN FRENCH
WILLIAMS LAKE

PETER JOHN FURMSTON
VICTORIA

RICHARD JOSEPH GEBHART
TOMSLAKE

DAVID ROBERT GEERNAERT
VANDERHOOF

GEORGE GIERSCH
TOMSLAKE

LESLIE RICHARD GILBERT
COQUITLAM

ROY WILLIAM GITTINS
KAMLOOPS

FRANK FERDINAND GOZDAN
VICTORIA

ALFRED STANLEY MURRAY GREIG
PORT MOODY

WILLIAM HARBAR
VICTORIA

ROBERT MERVYN HEARST
VICTORIA

PAUL EUDORE HEBRANT
HOPE

THOMAS RONALD HENRY
PRINCE GEORGE

HERBERT DOUGLAS HEYWOOD
KELOWNA

MORLEY CECIL HYATT
NELSON

JOSEPH LORNE JOHNSTON
BURNABY

JAMES STEPHEN GARRY KELLY
SALMON ARM

OLIVER THEODORE KING
WEST VANCOUVER

WILLIAM KING
CAMPBELL RIVER

JAMES EDWARD KIRKPATRICK
CAMPBELL RIVER

EUGENE FREDERICK KLEIN
EDGEWOOD

ARNOLD JOSEPH KRAUS
MERRITT

WILLARD HENRY KREITZ
KAMLOOPS

GORDON WESLEY LOVE
NEW WESTMINSTER

MATTHEWS CHRISTOPHER MARSHALL
VICTORIA

FRANK EDWIN MARTENS
PRINCE GEORGE

FRANCIS JAMES ROLPHE MARTIN
SMITHERS

LEONARD EMERY McDONALD
KAMLOOPS

DOUGLAS HAIG McLEAN
RICHMOND

GAYLORD ALFRED MERKEL
NANAIMO

JAMES DONALD MEWHORT
KAMLOOPS

JACQUES ROBERT NIJHOFF
LANTZVILLE

STANLEY GEORGE PALOPSKI
WILLIAMS LAKE

DEREK RAYMOND PARKES
VICTORIA

DUDLEY RALEIGH PAUL
VERNON

CLIFFORD ARTHUR ROY PEACOCK
VICTORIA

LOUIS CHRISTIAN PEDERSEN
SURREY

NORMAN WILLIAM PORTER
LADYSMITH

MIKE POSTNIKOFF
GRAND FORKS

DAVID LLOYD RAVEN
INVERMERE

EDWARD EMERSON READSHAW
VICTORIA

SIDNEY DAVID ROBINSON
PORT COQUITLAM

THOMAS CHARLES ROSS
MERRITT

HENRY WILLIAM SANDWITH
CLEARBROOK

FRANK HENRY SAWATZKY
NELSON

JOSEPH TO WANG SHIU
VICTORIA

RICHARD OSEMAN SMITH
EDGEWOOD

ROBERT EARL STANDEN
PRINCE GEORGE

JAMES LEROY STARRITT
CRANBROOK

JOHN ARNOLD STEWART
VICTORIA

LAWRENCE VINCENT THALHEIMER
KAMLOOPS

WILLIAM PETER TURNER
BURNS LAKE

EDWARD OLIVER TWINAME
SALMON ARM

WILFRID UNRAU
DAWSON CREEK

ANDREW THOMAS VAN DYKE
CHASE

RONALD THOMAS WILLS
CRANBROOK

WILLIAM PETER ZAPOROZAN
PRINCE GEORGE

EMPLOYEES WITH THIRTY FIVE YEARS' CONTINUOUS SERVICE

AGRICULTURE AND FOOD

JOHN FRASER CARMICHAEL
ABBOTSFORD

WILLIAM BRUCE RICHARDSON
LANGLEY

JACK KINGSLEY SAUNDERS
VICTORIA

ATTORNEY GENERAL

EDWARD LAMBERT MILLINGTON
PENTICTON

LAURENCE PHILLIP QUISSY
NEW WESTMINSTER

WILLIAM CARL SACHO
MAPLE RIDGE

RAYMOND REID SMITH
RICHMOND

EDWARD GORDON WRIGHT
SURREY

CONSUMER AND CORPORATE AFFAIRS

ALBERT GEORGE BOIVIN
VANCOUVER

Liquor Distribution Branch

WILLIAM LANCELOT ADDIS
VANCOUVER

EARL COOK
BURNABY

KENNETH RAYBURN DAVIS
LAKE COWICHAN

STANLEY HARVEY EDMUND DICKSON
BURNABY

EDWARD LEONARD EDGE
BURNABY

GEORGE ROBERT FORDYCE
NORTH SURREY

ROBERT JAMES MOFFAT
AGASSIZ

EDUCATION

WILLIAM ALLAN ALCOMBRACK
VANCOUVER

GEORGE LYLE ARMITAGE
NORTH VANCOUVER

CLIFFORD HAROLD BANKS
VICTORIA

ENVIRONMENT

CECIL GEORGE ELLIS
CRANBROOK

ALAN FRANK GUTHRO GOSSE
VICTORIA

HERBERT JAMES LORANCE
QUESNEL

JESSE ALVIN McCABE
NELSON

JOHN ARTHUR McLELLAN
VICTORIA

SHIRLEY ROSE MITCHELL
VICTORIA

FRANK ROBERTSON MORRIS
SIDNEY

JOHN DOUGLAS SOUTHERN
VICTORIA

CHARLES RAMON VATER
VICTORIA

FINANCE

ROY STANLEY ALLEN
CRESTON

DAVID SIMPSON BURT
VICTORIA

JOHN THOMAS GULLIVER
VICTORIA

ARTHUR ERNEST HILLSDEN
ALDERGROVE

CLINTON ERNEST HOLDER
VICTORIA

RONALD WILLIAM McCLURE
VICTORIA

LYMAN DUKE SANDS
PENTICTON

FORESTS

GEORGE WILSON ALLISON
VICTORIA

MARSHALL WHITNEY ANTONELLI
COQUITLAM

PETER ALEC BELL
VICTORIA

BRUCE ROSS FLUMERFELT
SECHELT

RAYMOND GEORGE GILL
VICTORIA

GEORGE WESLEY GRAHAM
SMITHERS

GEOFFREY IAN RAYMOND HOLYHEAD
VICTORIA

OLAF JAMES KETTLESON
QUESNEL

DORIS KATHLEEN LeBLANC
VANCOUVER

WILLIAM EVANDA MANIFOLD
SURREY

KENNETH AUSTIN MORLEY
LADYSMITH

WILLIAM STUART GRANT MORRISON
VANCOUVER

DONALD HERBERT OWEN
VICTORIA

RAYMOND ARTHUR PAINE
PARKSVILLE

FRANK PEARCE
PENTICTON

JAMES AMOS KENNETH REID
VICTORIA

DONALD FREDERIC RITSON
VICTORIA

JANET ADAMS ROSS
WILLIAMS LAKE

WILLIAM HENRY SMITH
HOUSTON

WILLIAM JOHN STINSON
VICTORIA

MYRON THOMAS WALLACE
KAMLOOPS

HENRY JOHN WHITTAKER
NORTH VANCOUVER

WILLIAM CHARLES WICKEN
WILLIAMS LAKE

DONALD JAMES ALEXANDER YOUNIE
LADYSMITH

HEALTH

Headquarters

PAMELA ANNE BUTCHER
VICTORIA

LEONARD WILLIAM HOLE
VICTORIA

British Columbia Youth Development Centre
(Burnaby Psychiatric Services)

DONALD BRISCOMBE RICKETTS
BURNABY

Pearson Hospital

WILLIAM EMANUEL GUEHO
PORT MOODY

Riverview Hospital

JAMES PAUL CORMIER
PORT COQUITLAM

CYRIL ALLAN CURTIS
PORT COQUITLAM

KARL HEHN
BURNABY

HUMAN RESOURCES

ALFRED ERNEST BINGHAM
ABBOTSFORD

GORDON WILLIAM EWLES
COQUITLAM

RALPH JAMES HOGG
SURREY

JOAN CAROL ROSS
SURREY

WALTER SCHLEY
NEW WESTMINSTER

ROBERT SPEIRS
MAPLE RIDGE

Glendale Lodge

JACK DAVIS JOWETT
VICTORIA

INDUSTRY AND SMALL BUSINESS DEVELOPMENT

ERIC JOSEPH THOMAS
B.C. HOUSE, LONDON

LANDS, PARKS AND HOUSING

DAVID BORTHWICK
VICTORIA

WILLIAM RALPH DARLINGTON
VANCOUVER

RUTH IRENE DAVIES
VICTORIA

DONALD EDWARD GOODWIN
VICTORIA

LLOYD GARFIELD McBRATNEY
VICTORIA

ALBERT PAULSEN
VICTORIA

ALEXANDER FLEMING SMITH
VICTORIA

PROVINCIAL SECRETARY AND GOVERNMENT SERVICES

JAMES GAVIN MITCHELL
VICTORIA

ALBERT LAYTON PRICE
VICTORIA

TOURISM

BERNARD HORACE BRIAN ATKINS
VICTORIA

CORAL JEAN CARTER
VICTORIA

TRANSPORTATION AND HIGHWAYS

GEORGE KEITH AUSTIN
FERNIE

WILBERT JAMES AUSTIN
PRINCE GEORGE

JACK ARTHUR BELANGER
VICTORIA

CHARLES ROBERT BOYDEN
COWICHAN BAY

RUSSELL VERNON BROWELL
NELSON

HAMILTON READ CHESTER
KAMLOOPS

JOHN BLINN CLARK
GRAND FORKS

ELLIS EUGENE CUMMINGS
KAMLOOPS

ROBERT WALTER EVANS
KAMLOOPS

RONALD WILLIAM FEUZ
GOLDEN

ALLEN ROBERT FITCH
NORTH VANCOUVER

CYRIL FRANK FITCHETT
NELSON

DOUGLAS ROBERT GODFREY
NELSON

GERALD ELMER GOULD
NANAIMO

RAYMOND CORNELIOUS SAMSON GOULD
NANAIMO

GEORGE WEBSTER HARPER
VICTORIA

WILLIAM HAUTALA
GOLDEN

WILLIAM IAN NORMAN HIGGINS
VICTORIA

ARTHUR PHILIP ALBERT JAKEMAN
VERNON

THOMAS WILLIAM KOSHMAN
REVELSTOKE

ALFRED ROBERT LIMACHER
VICTORIA

ALEXANDER LOTOSKY
GOLDEN

REGINALD JOHN MARTIN
WESTBANK

WALTER EDWARD MERCER
SURREY

ROBERT DONALD PAGE
LANGLEY

ALLAN GEORGE PETERSON
FERNIE

ARTHUR HESKETH PRICE
VICTORIA

ANTHONY RICHARD PUPPIN
FERNIE

ROBERT DUNCAN SHEARER
100 MILE HOUSE

JAMES KENNETH STIRLING
MERRITT

JACK DOUGLAS SUTHERLAND
KAMLOOPS

LILLIAN CONSTANCE WALKER
VICTORIA

STATISTICAL SUMMARY OF STAFFING ACTIVITY IN PUBLIC SERVICE COMMISSION OFFICES

	Jan. 1982-March 1982	April 1982-March 1983
Competitions closed	1177	2001
Appointments	4038	6045
Applications received	38,383	81,845

STAFFING REPORT AS AT MARCH 31, 1983

	FULL TIME EQUIVALENT AUTHORIZED BY BUDGET 1982/83	TOTAL EMPLOYEES PAID MAR.31/83	TOTAL EMPLOYEES PAID MAR.31/82
LEGISLATION	120	116	118
AUDITOR-GENERAL	92	80	72
OMBUDSMAN	43	38	36
EXECUTIVE COUNCIL	18	16	20
AGRICULTURE & FOOD	729	582	646
ATTORNEY GENERAL	5,537	5,427	5,343
CONSUMER & CORP. AFF.	666	564	599
EDUCATION	711	573	608
EN. MINES & PET. RES.	487	409	414
ENVIRONMENT	2,008	1,729	1,729
FINANCE	1,514	1,347	1,328
FORESTS	5,527	4,841	5,152
HEALTH	9,193	8,836	9,113
HUMAN RESOURCES	5,990	5,597	5,689
IND. & SM. BUS. DEV.	280	226	236
INTERGOVERNMENTAL REL	55	48	40
LABOUR	1,032	824	796
LANDS, PARKS & HOUS.	1,674	1,223	1,309
MUNICIPAL AFFAIRS	135	124	124
PROV. SEC. & GOV. SER.	1,427	1,228	1,239
TOURISM	179	141	149
TRANS. & HIGHWAYS	9,245	7,396	7,473
UNIVER. SC. & COMM.	144	135	136
SUB TOTALS	46,806	41,500	42,369
LIQUOR DISTR. BR.	2,558	2,884	2,740
TOTALS	49,364	44,384	45,109

Excludes Glendale Lodge Society

REGULAR SEPARATION STATISTICS 1982/83

Deceased	Retired	Dismissed	Resigned	Rejected on Probation	Total
112	596	150	1,727	72	2,657

Including L.D.B.

NEW EMPLOYEE RELOCATION EXPENSES
(IN ORDER OF MAGNITUDE)
FISCAL YEAR 1982/83

Ministry	Cost $	Number of Emp.
Health	87,368.78	20
Energy, Mines and Petroleum Resources	77,595.62	13
Forests	72,800.00	26
Finance	61,475.00	20
Environment	54,314.00	20
Auditor General	50,894.25	14
Attorney-General	50,224.56	19
Transportation & Highways	27,700.00	11
Provincial Secretary	25,647.47	7
Lands, Parks and Housing	15,550.00	7
Agriculture	15,000.00	3
Human Resources	13,253.71	12
Universities, Science & Comm.	12,000.00	2
Education	9,550.00	4
Labour	7,850.00	5
Industry and Small Business	7,100.00	2
Municipal Affairs	3,075.00	2
Tourism	2,000.00	1
TOTAL	593,398.39	188

		$	
CALENDAR YEAR	1981	786,382.28	238
	1980	825,102.28	262
	1979	874,275.12	340

IN SERVICE RELOCATION EXPENSES
(IN ORDER OF MAGNITUDE)
FISCAL YEAR 1982/83

MINISTRY	COST $	NO.
Forests	748,776.12	142
Transportation & Highways	589,979.46	136
Attorney-General	479,045.72	114
Health	261,429.55	60
Environment	218,146.00	42
Finance	172,019.25	24
Human Resources	130,958.98	47
Labour	100,537.69	22
Lands, Parks & Housing	71,038.91	16
Agriculture	26,395.88	9
Provincial Secretary	23,658.35	6
Education	20,354.13	2
Energy, Mines & Petroleum Resources	16,325.33	2
Tourism	11,639.65	5
Municipal Affairs	10,840.14	1
Intergovernmental Relations	10,171.32	2
Industry & Small Business	7,006.69	1
Consumer & Corporate Affairs	473.00	1
TOTAL	2,898,796.17	632

Paid to May 2, 1983

APPEALS

	Rejected by Registrar	Resolved by Review Officer	Resolved by Commission	Pending	Total
January 1, 1982 to March 31, 1982	7	26	16	-	49
April 1, 1982 to March 31, 1983	18	76	54	12	160

B.C.G.E.U.
SCREENING COMMITTEE
DECEMBER 1, 1981 to MARCH 31, 1983

MINISTRY	PENDING REVIEW	RESOLVED							TOTAL CASES
		TRANS.	REHAB.	PENS.	REJECT	RESIGN	TERM.	MISC.	
Agriculture and Food									0
Attorney General	2	2	1		2				7
Cons. & Corp Affairs					1				1
Education									0
Energy, Mine & Pet. Res.									0
Environment									0
Finance									0
Forests	1							1	2
Glendale			1			1			2
Health	1		1						2
Human Resources		1	1		2	2			6
Indus. & Sm. Bus. Dev.									0
Labour									0
Lands, Parks & Housing									0
Liquor Dist. Branch	3	3						1	7
Municipal Affairs									0
Prov. Sec. & Gov't Serv.									0
Transport. & Highways	1	3	1	1	4			4	14
Ombudsman		1							1
TOTALS	8	10	5	1	9	3		6	42

KEY

TRANS. - Transfer within ministry - to other ministry.

REHAB. - Returned to duty.

PENS. - Service Disability - Medical Retirement

REJECT - Transfer Denied - Does not qualify - Refuses job offers.

TERM. - Terminated by ministry.

MISC. - Died - Case withdrawn - Compulsory Retire
- Early Retire - to Principals.

B.C.G.E.U.
SCREENING COMMITTEE
APRIL 1, 1982 to MARCH 31, 1983

MINISTRY	PENDING REVIEW	RESOLVED							TOTAL CASES
		TRANS.	REHAB.	PENS.	REJECT	RESIGN	TERM.	MISC.	
Agriculture and Food	1	1	2						4
Attorney General	27	11	3	1	9	2	1	14	68
Cons. & Corp Affairs	-	1			1				2
Education	2							1	3
Energy, Mine & Pet. Res.									0
Environment	2								2
Finance	2	1			1	1	1	1	7
Forests	7	5	1					7	20
Glendale	8	1	1			2		3	15
Health	10	13	6		1			8	38
Human Resources	12	11	3		5	2		5	38
Indus. & Sm. Bus. Dev.	-								0
Labour		1			1			2	4
Lands, Parks & Housing	3	1						1	5
Liquor Dist. Branch	7	9	7					4	27
Municipal Affairs	-								0
Prov. Sec. & Gov't Serv.	3	3							6
Transport. & Highways	29	15	9	3	6			14	76
Ombudsman		1							1
TOTALS	119	71	32	4	23	6	2	59	316

KEY

TRANS. - Transfer within ministry - to other ministry.

REHAB. - Returned to duty.

PENS. - Service Disability - Medical Retirement

REJECT - Transfer Denied - Does not qualify - Refuses job offers.

TERM. - Terminated by ministry.

MISC. - Died - Case withdrawn - Compulsory Retire
- Early Retire - to Principals.

SCREENING COMMITTEE
NURSES
DECEMBER 1, 1981 to MARCH 31, 1982

	Pending Review	Trans	Rehab.	Resigned	Total Cases
Glendale	1				1
Health	2	1	1	1	5
Human Resources	1				1
Totals	4	1	1	1	7

APRIL 1, 1982 to MARCH 31, 1983

	Pending Review	Trans	Rehab.	Resigned	Total Cases
Glendale					0
Health	2	1	1		4
Human Resources					0
Totals	2	1	1		4

STAFF DEVELOPMENT AND SAFETY PROGRAMS
JANUARY 1, 1982 to MARCH 31, 1982

	COURSES		TOTAL	MALE	FEM.	TOTAL	PART. DAYS	EXPENDITURES	
	SD	SP						SD	SP
Regular	30	37	67	567	473	1,040	2,241	45,618.05	2,976.78
Dedicated	25	17	42	143	238	381	998	34,095.82	2,029.95
Self Study	-	-	0	-	-	-	-	-	-
E.D.T.P.	2	-	2	36	13	49	245	-	-
TOTALS	57	54	111	736	724	1,470	3,474	79,713.87	5,006.73

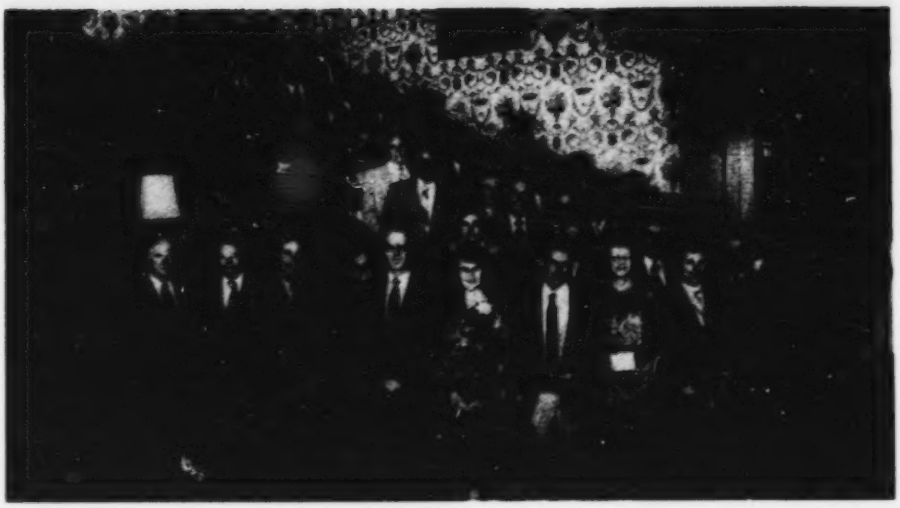
APRIL 1, 1982 to MARCH 31, 1983

	COURSES		TOTAL	MALE	FEM.	TOTAL	PART. DAYS	EXPENDITURES	
	SD	SP						SD	SP
Regular	100	97	197	1979	1317	3,296	6,892	125,015.81	37,970.38
Dedicated	56	35	91	655	447	1,102	2,475	64,365.22	8,731.79
Self Study	3	-	3	98	148	246	492	7,277.15	-
E.D.T.P.	2	-	2	37	13	50	780	25,647.50	-
TOTALS	161	137	293	2769	1925	4,694	10,639	222,305.68	46,702.17

CONSULTING/INVESTIGATION/AUDIT

	STAFF DEVELOPMENT	SAFETY PROGRAMS	TOTAL
Person Days	181.5	348.5	530
Individual Ministries Served	20	19	39

Key
SD - Staff Development
SP - Safety Programs
E.D.T.P. - Executive Development Training Program



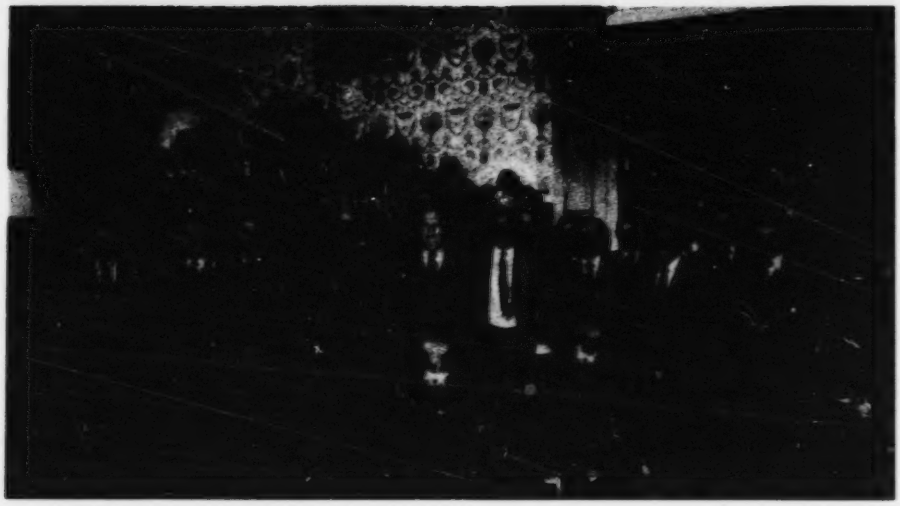
35 YEAR LONG SERVICE AWARDS-1982

Environment:

Cecil George Ellis, Herbert James Lorance, Alan Frank Guthro Gosse, Jesse Alvin McCabe, John Arthur McLellan, Shirley Rose Mitchell, Frank Robertson Morris, John Douglas Southern, Charles Ramon Vater.

Transportation and Highways:

George Keith Austin, Wilbert James Austin, Jack Arthur Belanger, Charles Robert Boyden, Russell Vernon Browell, Hamilton Read Chester, John Blinn Clark, Ellis Eugene Cummings, Robert Walter Evans, Ronald William Fuez, Allen Robert Fitch, Cyril Frank Fitchett, Douglas Robert Godfrey, Gerald Elmer Gould, Raymond Cornelious Samson Gould, George Webster Harper, William Ian Norman Higgins, Arthur Phillip Albert Jakeman, Thomas William Koshman, Alfred Robert Limacher, Alexander Lotosky, Reginald John Martin, Walter Edward Mercer, Robert Donald Page, Allan George Peterson, Arthur Hesketh Price, Anthony Richard Puppin, Robert Duncan Snearer, James Kenneth Stirling, Jack Douglas Sutherland, Lillian Constance Walker



35 YEAR LONG SERVICE AWARDS-1982

Agriculture and Food:
John Fraser Carmichael, William Bruce Richardson, Jack Kingsley Saunders.

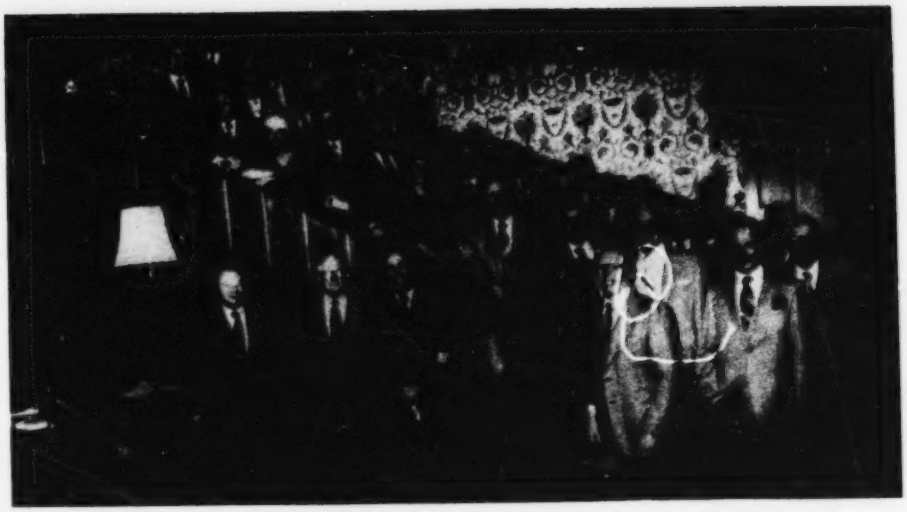
Attorney General:
Edward Lambert Millington, Laurence Phillip Quissy, William Carl Sacho, Raymond Reid Smith, Edward Gordon Wright.

Education:
William Allan Alcombrack, George Lyle Armitage.

Forests:
Marshall Whitney Antonelli, George Wilson Allison, Peter Alec Bell, Bruce Ross Flumerfelt, Raymond George Gill, George Wesley Graham, Geoffrey Ian Raymond Holyhead, Olaf James Kettleson, Doris Kathleen LeBlanc, William Evanda Manifold, Kenneth Austin Morley, William Stuart Grant Morrison, Donald Herbert Owen, Raymond Arthur Paine, Frank Pearce, James Amos Kenneth Reid, Donald Frederic Ritson, Janet Adams Ross, William Henry Smith, William John Stinson, Myron Thomas Wallace, Henry John Wittaker, William Charles Wicken, Donald James Alexander Younie.

Lands, Parks and Housing:
William Ralph Darlington, Rugh Irene Davies, Donald Edward Goodwin, Albert Paulsen, Alexander Fleming Smith.

Health:
Cyril Allan Curtis



35 YEAR LONG SERVICE AWARDS-1982

Consumer and Corporate Affairs:
Albert George Boivin

Liquor Distribution Branch:
William Lancelot Addis, Earl Cook, Kenneth Rayburn Davis, Edward Leonard Edge, George Robert Fordyce, Robert James Moffat.

Finance:
Roy Stanley Allen, David Simpson Burt, John Thomas Gulliver, Arthur Ernest Hillsden, Clinton Ernest Holder, Ronald William McClure, Lyman Duke Sands.

Health:
Pamela Anne Butcher, Donald Briscombe Ricketts, William Emanual Gueho, Karl Hehn, Omer Marcel Poirier.

Human Resources:
Alfred Ernest Bingham, Gordon William Ewles, Ralph James Hogg, Joan Carol Ross, Walter Schley.

Glendale Lodge:
Jack Davis Jowett.

Industry and Small Business Development:
Eric Joseph Thomas.

Provincial Secretary and Government Services:
James Gavin Mitchell, Albert Layton Price.

Tourism:
Bernard Horace Brian Atkins.

CLASS XXIV—GRADUATES OF EXECUTIVE DEVELOPMENT TRAINING PROGRAM

Top row, left to right:

Joan Montgomery, Provincial Secretary and Government Services; James Olson, Finance; Ronald Pollard, Attorney General; Joanne Palmer, Attorney General; Austin Peckham, Attorney General; Jan Wade, Provincial Secretary and Government Services, Public Service Commission; Jon Whitters, Industry and Small Business Development; Verna Rae, Energy, Mines and Petroleum Resources.

Centre row, left to right:

Lorna Guenard, Liquor Distribution, Consumer and Corporate Affairs; Donald McMillan, Finance; William Irwin, Lands, Parks and Housing; Stephen Ross, Health; David Armit, Forests; Sherman Long, Forests.

Bottom row, left to right:

Larry Rudosky, Education; Brian Scowcroft, Liquor Distribution, Consumer and Corporate Affairs; Sandra Mander, Consumer and Corporate Affairs; Ronald Hyde, Liquor Distribution, Consumer and Corporate Affairs; Iris Gilchrist, Health; Earl Jenstad, Agriculture and Food; Benild Pires, Tourism; Terry Walker, Forests.

Missing are:

Joan Idler, Health; Alexander Halkett, Environment; William Gandy, Attorney General; Ean Gower, Environment.